

Town of Florence
FY 2013-2014 Classification Plan (Revised 01/22/14)
Salary Ranges Per Job Class - (Salary Range Order)

Page 1 of 5

Occupational Job Families and Job Classes	Effective 07/01/2013				FLSA	Classified/ Unclassified
	Salary Range	Minimum	Midpoint	Maximum		
Town Manager				CONTRACT		
Town Magistrate				CONTRACT		
Town Attorney				CONTRACT		
Deputy Town Manager	69	\$80,919	\$105,089	\$129,260	E	UC
Police Chief	68	\$78,945	\$102,526	\$126,107	E	UC
Public Works Director	67	\$77,020	\$100,026	\$123,031	E	UC
Fire Chief	66	\$75,141	\$97,586	\$120,031	E	UC
Finance Director	65	\$73,308	\$95,206	\$117,103	E	UC
Utilities Director	64	\$71,520	\$92,884	\$114,247	E	UC
Community Development Director	63	\$69,776	\$90,618	\$111,460	E	UC
Parks & Recreation Director	62	\$68,074	\$88,408	\$108,742	E	UC
	61	\$66,414	\$86,252	\$106,090		
Human Resource Director	60	\$64,794	\$84,148	\$103,502	E	UC
Assistant Town Manager	59	\$63,214	\$82,096	\$100,978	E	UC
Deputy Public Works Director	59	\$63,214	\$82,096	\$100,978	E	UC
Information Technology Manager	59	\$63,214	\$82,096	\$100,978	E	UC
Police Lieutenant	58	\$61,672	\$80,093	\$98,515	E	C
Associate Town Attorney	57	\$60,168	\$78,140	\$96,112	E	UC
Senior Civil Engineer	57	\$60,168	\$78,140	\$96,112	E	C
Town Clerk	56	\$58,700	\$76,234	\$93,768	E	UC
Library Director	55	\$57,268	\$74,375	\$91,481	E	UC
Fire Battalion Chief	54	\$56,960	\$72,561	\$88,161	E	C
Fire Marshal	54	\$56,960	\$72,561	\$88,161	E	C
Grants/Assessment Manager	53	\$55,571	\$70,791	\$86,011	E	UC
	52	\$54,215	\$69,064	\$83,913		
Senior Planner	51	\$52,893	\$67,380	\$81,866	E	C
Accounting Manager	50	\$51,603	\$65,736	\$79,870	E	C

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	Salary Range	Minimum	Midpoint	Maximum		
GIS Coordinator	50	\$51,603	\$65,736	\$79,870	E	C
Police Sergeant	50	\$51,603	\$65,736	\$79,870	NE	C
Public Works Superintendent	50	\$51,603	\$65,736	\$79,870	E	C
Assistant to Town Manager	49	\$50,344	\$64,133	\$77,922	E	UC
Network Analyst	49	\$50,344	\$64,133	\$77,922	E	C
Police Support Services Manager	48	\$49,116	\$62,569	\$76,021	E	C
Public Works Project Manager	48	\$49,116	\$62,569	\$76,021	E	C
Economic Development Coordinator	47	\$47,918	\$61,043	\$74,167	E	UC
Grants Coordinator	47	\$47,918	\$61,043	\$74,167	E	UC
Managerment Analyst	47	\$47,918	\$61,043	\$74,167	E	UC
Utility Superintendent	47	\$47,918	\$61,043	\$74,167	E	C
Associate Engineer	46	\$46,750	\$59,554	\$72,358	E	C
Fire Captain	46	\$46,750	\$59,554	\$72,358	NE	C
Police Detective	46	\$46,750	\$59,554	\$72,358	NE	C
Parks Maintenance Superintendent	45	\$45,610	\$58,101	\$70,593	E	C
Town Planner	44	\$44,497	\$56,684	\$68,871	E	C
Court Administrator	43	\$43,412	\$55,302	\$67,191	E	UC
Senior Building Inspector	42	\$42,353	\$53,953	\$65,553	E	C
Certified Police Officer	42	\$42,353	\$53,953	\$65,553	NE	C
Public Safety Communications Supervisor	42	\$42,353	\$53,953	\$65,553	NE	C
	41	\$41,320	\$52,637	\$63,954		
Facilities Manager	40	\$40,312	\$51,353	\$62,394	NE	C
Fire Engineer	40	\$40,312	\$51,353	\$62,394	NE	C
Accountant	39	\$39,329	\$50,101	\$60,872	NE	C
Finance Project Analyst	39	\$39,329	\$50,101	\$60,872	NE	C
Crime Analyst	38	\$38,370	\$48,879	\$59,387	NE	C
Information Technology Technician	38	\$38,370	\$48,879	\$59,387	NE	C
Maintenance Foreman	38	\$38,370	\$48,879	\$59,387	NE	C
Deputy Town Clerk	37	\$37,434	\$47,686	\$57,939	NE	C
Human Resource Coordinator	37	\$37,434	\$47,686	\$57,939	NE	C
Building Inspector	36	\$36,521	\$46,523	\$56,526	NE	C
Field Foreman	36	\$36,521	\$46,523	\$56,526	NE	C
Firefighter	36	\$36,521	\$46,523	\$56,526	NE	C
Parks Maintenance Foreman	36	\$36,521	\$46,523	\$56,526	NE	C
	35	\$36,992	\$45,389	\$53,786		

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Page 3 of 5

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	Salary Range	Minimum	Midpoint	Maximum		
Senior Treatment Plant Operator	34	\$36,089	\$44,282	\$52,474	NE	C
Public Safety Dispatcher, Lead	34	\$36,089	\$44,282	\$52,474	NE	C
Office Supervisor	34	\$36,089	\$44,282	\$52,474	NE	C
Recreation Coordinator	34	\$36,089	\$44,282	\$52,474	NE	C
Senior Center Coordinator	34	\$36,089	\$44,282	\$52,474	NE	C
Payroll Specialist	33	\$35,209	\$43,202	\$51,194	NE	C
Auto Mechanic	32	\$34,350	\$42,148	\$49,945	NE	C
Code Compliance Officer	32	\$34,350	\$42,148	\$49,945	NE	C
Public Works Maintenance Worker III	32	\$34,350	\$42,148	\$49,945	NE	C
Sanitation Worker III	32	\$34,350	\$42,148	\$49,945	NE	C
Librarian	31	\$33,513	\$41,120	\$48,727	NE	C
Engineering Technician Assistant	30	\$32,695	\$40,117	\$47,539	NE	C
Public Safety Dispatcher	30	\$32,695	\$40,117	\$47,539	NE	C
Police Evidence Technician	30	\$32,695	\$40,117	\$47,539	NE	C
Utility Billing Supervisor	30	\$32,695	\$40,117	\$47,539	NE	C
Administrative Assistant	29	\$31,898	\$39,138	\$46,379	NE	C
Senior Court Clerk	29	\$31,898	\$39,138	\$46,379	NE	C
Water Plant Operator	29	\$31,898	\$39,138	\$46,379	NE	C
Accounting Technician	28	\$31,120	\$38,184	\$45,248	NE	C
Assessment Specialist	28	\$31,120	\$38,184	\$45,248	NE	C
Recreation Programmer	28	\$31,120	\$38,184	\$45,248	NE	C
Utility Service Representative	28	\$31,120	\$38,184	\$45,248	NE	C
Wastewater Treatment Plant Operator	28	\$31,120	\$38,184	\$45,248	NE	C
Permit Specialist	27	\$30,361	\$37,253	\$44,144	NE	C
Utility Systems Operator	27	\$30,361	\$37,253	\$44,144	NE	C
Parks Maintenance Worker II	26	\$29,620	\$36,344	\$43,068	NE	C
Public Works Maintenance Worker II	26	\$29,620	\$36,344	\$43,068	NE	C
Sanitation Worker II	26	\$29,620	\$36,344	\$43,068	NE	C
	25	\$28,898	\$35,458	\$42,017		
Utility Services Operator	24	\$28,193	\$34,593	\$40,992	NE	C
Municipal Court Clerk	23	\$28,687	\$33,749	\$38,811	NE	C
Parks Maintenance Worker I	22	\$27,987	\$32,926	\$37,865	NE	C
Police Records Clerk	22	\$27,987	\$32,926	\$37,865	NE	C
Public Works Maintenance Worker I	22	\$27,987	\$32,926	\$37,865	NE	C
Sanitation Worker I	22	\$27,987	\$32,926	\$37,865	NE	C
Customer Service Representative	21	\$27,304	\$32,123	\$36,941	NE	C
Library Assistant	21	\$27,304	\$32,123	\$36,941	NE	C
Office Assistant	21	\$27,304	\$32,123	\$36,941	NE	C

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Public Works Operations Technician	21	\$27,304	\$32,123	\$36,941	NE	C
Senior Center Assistant	21	\$27,304	\$32,123	\$36,941	NE	C*
	20	\$26,638	\$31,339	\$36,040		
Public Works Shop Maintenance Worker	19	\$25,989	\$30,575	\$35,161	NE	C
Fitness Trainer	18	\$25,355	\$29,829	\$34,304	NE	C
Pool Manager	18	\$25,355	\$29,829	\$34,304	NE	UC
Office Aide	17	\$24,736	\$29,102	\$33,467	NE	C
Custodial Maintenance Worker	16	\$24,133	\$28,392	\$32,651	NE	C
Library Aide	15	\$23,270	\$27,377	\$31,483	NE	C*
	14	\$22,969	\$27,022	\$31,075		
	13	\$22,408	\$26,363	\$30,317		
	12	\$21,862	\$25,720	\$29,578		
Head Lifeguard	11	\$21,329	\$25,092	\$28,856	NE	UC
Recreation Leader III	11	\$21,329	\$25,092	\$28,856	NE	C*
	10	\$20,808	\$24,480	\$28,152		
	9	\$20,301	\$23,883	\$27,466		
	8	\$19,806	\$23,301	\$26,796		
	7	\$19,323	\$22,732	\$26,142		
	6	\$18,851	\$22,178	\$25,505		
Lifeguard II	5	\$18,392	\$21,637	\$24,883	NE	UC
Recreation Leader II	5	\$18,392	\$21,637	\$24,883	NE	C*
	4	\$17,943	\$21,109	\$24,276		
	3	\$17,505	\$20,594	\$23,684		
	2	\$17,078	\$20,092	\$23,106		
Lifeguard I	1	\$16,662	\$19,602	\$22,542	NE	UC
Recreation Leader I	1	\$16,662	\$19,602	\$22,542	NE	C*
Student Trainee	1	\$16,662	\$19,602	\$22,542	NE	UC
Part Time Captain	PT46	\$16.96	\$21.61	\$26.25	NE	UC
Part Time Engineer	PT40	\$14.63	\$18.63	\$22.64	NE	UC
Part Time Firefighter	PT36	\$13.25	\$16.88	\$20.51	NE	UC
Part Time Firefighter Recruit	PT30	\$11.86			NE	UC

*NOTE: All part-time positions are Unclassified

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ALS Paramedic Certification Pay shall be established as 10% of Firefighter Midpoint Pay Rate Value

Special Pay Assignment of 5% for Lead Police Officers and Special Task Assignments

Uncertified Officers paid 10% less Certified Officer minimum scale.